(crib sheet only)

1. *Our most urgent purpose:*

To add three people to the board. One of these people is

David Katz.

The other candidates are

Winslow

Ruth

Matisse

Hacsi

The board can pick two of them.

2. *We make it clear that the board will benefit from the addition in these ways:*

- It will give an infusion of new energy to a tired board.
- It will dilute the board members' liability by spreading it farther.
- The board will get better information.

  This is not to suggest that anyone carries bad information, or filters it, or applies spin to it, or interprets it loosely, or presents it partially, or removes it from context, or withholds it. But accurate information received in a timely way, from people who understand what the information means, has got to be better than secondhand, abbreviated, possibly misheard or misinterpreted news. Or surmise.

- It will improve communications with the staff.
- It will improve relations between board and staff.

  In the absence of contact, some board decisions can appear to staffers as impulsive, unrealistic, clueless or mystifying. Conversely, the directors sometimes seriously misapprehend staff actions, motives, and views because they are seen out of context.

- It will secure a renewed commitment from the staff.
- It will increase the chances for the organization's survival.

3. *Board objections and staff responses*

B. Only *X* percent of the board may benefit financially from the organization.

S. We're okay with that.

B. Staff/board members will place staff loyalties and/or job security above other concerns and responsibilities; the board will get bogged down in day-to-day detail management.

S. (1) Not true. The commitment is to make the organization stronger.

(2) . . . And they would excuse themselves from the decision if conflicted.

(3) The board is bogged down from an absence of day-to-day management.

B. We can't decide now.

S. Sure you can.

Many issues need to be resolved right now, and this is the best way to move forward.

Take until Monday night to decide which of the staffers should join you on the board. But make the decision to add Katz and two staff members tonight. Vote on it tonight.

B. We cannot agree on this question.

S. We will work with the factions to facilitate a decision.

B. Thank you for the input, but we are not interested in hearing this.

S. Because work is still proceeding at Point Foundation, we are de facto employees. Do you want work on Issue 84 to stop?

B. We don't care if the magazine goes out or not.

S. We care, though. We want to work with you to make it happen.

B. You are attempting to use Issue 84 as a hostage to force us to cooperate, and we won't have it.

S. We continue to want to work together with the board, and will stay in touch.